



## LEADING CHANGE

# AAC Transformation

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To reach the AAC Transformation Project Cell 703-805-2732  
9900 Belvoir Road. Bldg. 201 Suite 101. Fort Belvoir. VA 22060-5567

MAJ James Bamburg  
AAC Transformation Project Lead

### Army Transformation News



**President Endorses Plan to Close 22 Bases 09/16/2005, AUSA Webpage Headline News Archive 2005: Sep 16, 2005.**

President George W. Bush endorsed the plan to close 22 major bases – including Forts Monmouth and Monroe and Walter Reed Army Medical Center – and realigning 33 others. The action, taken Sept. 15, moves the process to Congress.

<http://www.ausa.org/webpub/DeptHome.nsf/byid/KC-AT-6GAHU4>

**New Stryker Brigade Signal Company training at Fort Gordon: Fort Gordon, GA. (Army News Service, Aug 18, 2005):** Members of the New Stryker Brigade Signal Company begins training at Fort Gordon.

[http://www4.army.mil/ocpa/read.php?story\\_id\\_key=7768](http://www4.army.mil/ocpa/read.php?story_id_key=7768)

**Army begins Armed Reconnaissance Helicopter initiative with Aug. 29 Ceremony: August 25, 2005.**

The U.S. Army and representatives of Bell Helicopter Textron will participate in a contract-signing ceremony at Fort Worth, Texas, on Monday, Aug. 29, for the Army's new Armed Reconnaissance Helicopter.

[http://www4.army.mil/ocpa/read.php?story\\_id\\_key=7809](http://www4.army.mil/ocpa/read.php?story_id_key=7809)

### Army Acquisition Corps Transformation News

**ALT Futures Office:** Plans are underway for the creation of an Acquisition, Logistics, and Technology (ALT) Futures Directorate at the Combined Arms Support Command (CASCOT) Fort Lee, Virginia.

The purpose of this directorate is to provide an ALT Proponency that will provide continued proponency support, force development, combat development, and horizontal integration for the newly formed ALT capability through formal TRADOC relationship and processes and in concert with CASCOT, the Proponency Integrator; AMC and ASA(ALT).

The ALT Futures Office at CASCOT will develop concepts, doctrine, tactics, techniques and procedures (TTP), organization designs, materiel requirements, training programs, training support requirements, manpower requirements (except as provided in AR 600-3), education requirements, and related matters for the ALT Capability in support of the ALT field operational commands and supporting agencies to the ALT capability, to include: ASA (ALT), AMC, AFSC, ASC ATEC, PEOs, PMs, Acquisition Commands, DCMA, DLA, USACE, and others.

Coordination is underway to develop a by-phased ALT Futures Office Implementation Plan (IMP) as a road map to developing this new Office. The plan will be conducted in three phases. Phase One: ALT Office IMP Completed – July – Oct 05; Phase two: ALT Futures Office IMP; Phase Three: Execution – Oct 05 – Mar 06.

Most recently at the Acquisition Senior Leaders and AMC Commanders Conference 22- 26 August 05 through the Transformation Community Workshop, LTC (P) Azemar the designate ALT Futures Director briefed the mission and design of the ALT Futures Office and gave an overview of the Army Field Support Brigade Design. Following the workshop, LTC (P) Azemar and MAJ James Bamburg briefed a number of senior leaders (Mr. Claude Bolton, ASA(ALT) LTG Joseph Yakovac MILDEP, AMC, CASCOT and others) to get their input on the direction of the ALT Futures Office. The goal of the briefing was to give key leaders and other participants the latest information on the current status of the ALT Office.

**New Contracting MOS:** The Army Acquisition Corps (AAC) is planning to stand up an Acquisition, Logistics, & Technology (ALT) Contracting NCO series for Non-Commissioned Officers (NCOs).

The 51C Series Contracting NCO is intended to work in the Army Field Support Brigades (AFSBs) providing service in their Area Of Concentration (AOC). A proposal has been submitted to the Military Occupational Classification and Structure (MOCS) to create this Military Occupational Specialty. The MOCS proposal will include an Out-of-Cycle request to speed up the process. These ALT Contracting NCO Career

Management Fields (CMFs) will mirror the current Acquisition Officer AOC construct, with implementation to be accomplished in three phases over two years.

Like any other MOS series, the ALT MOS series requires a full range of positions for the training and professional development of these NCOs to perform their wartime mission.

The officer and NCOs of the AFSB are the interface between the generating force and the operational force; therefore, NCO development assignments within the PEOs, PMs and Strategic partners will be identified to provide the required technical experience with the systems and services these NCOs will be expected to provide.



### Upcoming AAC Transformation Events

#### Change Leadership Team (CLT) VTCs:

- 20 Oct 05  
(Green) 1300 –1350 EST: Initiative 51: ASC as ALT Proponency Focal point
- (Silver) 1400 –1450 EST: Initiative 19: Develop ELP for ASA(ALT) and AMC GOs and SESS
- (Gold) 1500 – 1550 EST: Initiative 49: Develop a Lean Six Sigma AAC Business practice policy/strategy

### AAC Transformation Initiatives

**Change Leadership Team Workshops:** The AAC Change Leadership Team (CLT) and the Transformation Community Workshops (TCW) conducted a working session at the Acquisition Senior Leaders and Army Material Command (AMC) Commanders Conference in Detroit, Michigan 22 –26 August 2005 to provide the MILDEP a status update on the AAC. The theme of the conference was “ Together, Spiraling Tomorrow’s Technology To Soldiers Today.

The ASC Transformation Project Team conducted Change Leadership Training and focused on individual workshops involving the CLT and TCW members which ultimately discussed their initiatives and provided feedback to the Honorable Mr. Claude Bolton, Army Acquisition Executive and Assistant Secretary of the Army for Acquisition, Logistics, and Technology; LTG Joseph Yakovac, MILDEP/Director, AAC; Ms. Kathryn Szymanski, Executive Director to the Commanding General, and Mr. Gregory Kee, G3 Futures both from the Army Materiel Command (AMC).

The initiatives briefed from the TCWs/CLTs were as follows:

1. TCW Initiative # 8 Develop and Implement Civilian Operational Experience Program (COEP)
2. TCW Initiative # 15 ALT Proponency Office at CASCOM


3. TCW Initiative # 33 Competitive Development Group Program
4. CLT Initiative # 39 Determine AAC Military Personnel Requirements
5. CLT Initiative # 49 Lean Six Sigma Training and;
6. New CLT Initiative Career Program to develop a personnel feeder for APM, PM DPM and PMs.

The briefings were well received with much dialogue by the senior leadership, and their expectations are that the TCW/CLT Groups will continue working on these initiatives and follow-on updates will be given to LTG Yakovac and other key leaders on a periodically basis.

### AAC Transformation HOT Issues

**Army Field Support Brigade (AFSB):** The second staff fielding of the AFSB and Contingency Contracting Force Design Update (FDU) package began on August 22, 2005. Due to the requirement outlined in the Army Campaign Plan DP 35 & 36 – which establishes the number of Theater Support Commands as 5 and Deployable Command Posts as 10, the number of AFSBs increased from 4 to 8 and the numbers of soldiers in the AFSB was reduced from 15 each to 10 each. The Force Design Directorate (FDD) at Ft Leavenworth Kansas is the proponent for staffing the FDU. FDD has distributed the FDU to a limited focus group of MACOMs and other Army Organizations that will provide substance and comments to the FDU.

### On a Personal Note

 We are continuing to find ways to improve the Army Acquisition Corps Transformation efforts. This newsletter is our attempt to increase awareness of AAC Transformation efforts. We have also developed an AAC Transformation webpage at:

<http://asc.army.mil/portal.cfm>

We stand ready with you to determine needed change; analyze the cost benefits and value added for our Corps; then execute the initiatives, which will improve upon our ability to provide support to the warfighter.

Please address any issues or concerns to

MAJ James Bamburg at  
James.Bamburg@us.army.mil